

**Ad Hoc Advisory Committee  
on Pilot Selection  
Minutes**

The Board of Pilot Commissioners Ad Hoc Advisory Committee on Pilot Selection met January 15, 2008, at 10:00 a.m. at the Board of Pilot Commissioners office Pier 9, Suite 102, San Francisco, CA. Commissioner Tate presiding. Committee members Linda Walls-Brown, Bill Eisenhardt, SFBP Capt. McIsaac Port Agent and Ken Levin Business Director, Board Counsel Paetzold, Executive Director Moloney and Alice Evans were in attendance.

Agenda:

1. Review/approve Minutes of November 6, 2007 meeting --the minutes were unanimously approved.
2. Review Mission Statement

(1) Examine current racial, ethnic and gender diversity of pilots licensed by the Board and any differential from the general population (of the state of California); (2) identify the pool of potential applicants; (3) examine current racial, ethnic and gender diversity of the pool of potential applicants; (4) examine past and current selection procedures to determine whether they may have contributed to any identified differential in the racial, ethnic and gender diversity of those selected for pilot training; (5) develop recommendations for steps the Board should consider which could reduce any identified differential in the racial, ethnic and gender diversity of pilot currently licensed by the Board.

The statement was reviewed and determined that the Board/Committee members do not have the expertise nor funding to follow the parameters to recruit that were outlined in the inquiry.

3. Review further details of minimum qualifications and pilot selection practices in Pennsylvania/Delaware and Oregon (McIsaac/Levin).

Captain McIsaac compared the Delaware's training program to the Board's. The Delaware training program does not have the command time restriction.

4. Review demographic data gathered from other pilot jurisdictions, maritime academies (Commissioner Wagner).

Mr. Levin distributed an updated graph and notes were made to include additional information for review at a later date.

Mr. Tate suggested that the Committee review information gathered since the November meeting and determine if any further information is needed. It was the consensus of the Committee that the information submitted to date is sufficient and that a formal report would be drafted that includes all materials submitted to date, list comparisons of other training programs (i.e. license, command time and stipend requirements) and recommendation for State funding for recruiting purposes.

The Committee will submit this information in a formal report to the Board.

The Committee continued review of the remaining items.

5. Review details of SFBP pilot scholarship program (McIsaac/Levin). Nothing further to report on the scholarship program. Captain McIsaac gave an overview of the Work Boat Mate Program that is sponsored by various tug companies.
6. Review details of MESA Program (Commissioner Tate).
7. Review additional demographic data of CSU student body (statewide - racial, ethnic and gender) (Dr. Eisenhardt).
8. Refine data/statistics gathered to date and plans for obtaining additional data
  - possible review of demographic data of deck officers in national maritime unions (Commissioner Lundeborg).
9. Review application form for BOPC Pilot Trainee Training Program as possible source of demographic data of applicant pool.
10. Examine different models to increase the candidate pool, mentoring programs, apprentice programs.
11. Evaluate whether differences in demographic makeup of various categories are statistically significant. (All)
12. Evaluate whether - and, if so, to what degree - current selection criteria or procedures contribute to any identified differential in the ethnic, racial or gender makeup of those selected by the current process for pilot training, and whether the criteria/procedures can or should be adjusted in response (All)
13. Discuss strategy for identifying and recruiting minority (racial, ethnic and gender) candidates to compete for BOPC pilot trainee training program; identify what the committee needs to do to achieve remaining goals of mission statement. (All)
14. Public Comment on matters not on the agenda.
15. Identify who will do what by when to prepare for next meeting, and set meeting date.

Board staff was requested to draft a report to the Board for all Committee members review.

The meeting was adjourned at 11:50 a.m.

Respectfully submitted,

Alice A. Evans  
Secretary